

CURRICULUM VITAE DENNIS B. VELTROP

Work Address

University of Groningen
Faculty of Economics and Business
Department of Accounting
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Current Positions

- Associate professor of Corporate Governance, Department of Accounting, University of Groningen, 2020 – Present (tenured).
- Economist, De Nederlandsche Bank, 2011 – Present.
- Cofounder and board member, BoardResearch.org, Research and Evaluations of Boards of Directors, 2013 – Present. 🌐 www.boardresearch.org

Prior Positions

- Coordinator Research Master Programme Economics and Business, SOM Research School, University of Groningen, 2020 – 2022.
- Officer and Chair Corporate Governance Division, European Academy of Management, 2017 – 2022.
- Tenure Track Assistant professor, Department of Accounting, University of Groningen, 2014 – 2020.
- Auditor, PricewaterhouseCoopers, 2004 – 2005.

Education

- Ph.D. Economics and Business, University of Groningen, 2007 – 2012
Thesis: *On board(s): Studying Boards as Human Decision Making Groups.*
- Mphil, International Economics and Business, University of Groningen, 2005 – 2007, Cum Laude.
- Executive postmaster of Accountancy, University of Groningen, 2004 – 2006.
- Msc ('doctoraal') Accountancy and Controlling, University of Groningen, 2000 – 2004.

Academic Publications

- Weck, M., Veltrop, D.B., Oehmichen, J. & Rink, R. (2022). Why and when female directors are less engaged in their board duties: An interface perspective, *Long Range Planning*.
- de Waal, M., Rink, F., Stoker, J.I. & Veltrop, D.B. (2022). Managing C-suite Conflict: The unique impact of internal and external governance interfaces on Top Management Team reflexivity. *Long Range Planning*.
- Veltrop, D.B., Bezemer, P., Nicholson, G., & Pugliese, A. (2021). Too unsafe to monitor? How board–CEO cognitive conflict and chair leadership shape outside director monitoring, *Academy of Management Journal*. Vol. 64, No.1, pp. 207-234.
- Veltrop, D.B., Molleman, H.B.M., Hooghiemstra, R.B.H., & van Ees, H. (2018). The relationship between tenure and outside director task involvement: A social identity perspective, *Journal of Management*, Vol. 44, No. 2, pp. 445-469.
- Veltrop, D.B., Molleman, H.B.M., Hooghiemstra, R.B.H., and van Ees, H. (2017). Who's the boss at the top? A micro-level analysis of director expertise, status and conformity within boards, *Journal of Management Studies*, Vol. 54, No. 7, pp. 1079-1110.
- Veltrop, D.B., Hermes, C.L.M, Postma, T.J.B.M., & de Haan, J. (2015). A tale of two factions: why and when factional demographic faultlines hurt board performance, *Corporate governance-An international review*, Vol. 23, No. 2, pp. 145-160.

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Other publications / books / book chapters

- Veltrop, D.B. & Rink, F.A. (2022), Kwalitatief onderzoek naar het functioneren van de woningcorporatiesector, Vereniging van Toezichthouders in Woningcorporaties (VTW).
- Veltrop, D.B. & Rink, F.A. (2021), Als de kat van huis is dansen de muizen op tafel, Achterhaalde waarheid? Zin en onzin van spreekwoorden, In Boekvorm Uitgevers, ISBN 9789493164109.
- Veltrop, D.B. & Molleman, H.B.M. (2019), Board informal hierarchy and firm performance, Research Handbook on Corporate Governance, Edward Elgar Publishing, ISBN 978-1-78643-974-1.
- Hooghiemstra, R.B.H., Rink, F.A. & Veltrop, D.B. (2017) The effects of multiple team memberships on individual auditors' performance. Maandblad voor Accountancy en Bedrijfseconomie. Vol. 91, No. 9/10, pp. 282-288.
- Veltrop, D.B. & van Manen, J.A. (2017). Een slimme Raad is op haar toekomst voorbereid: Onderzoek naar hoe RvC's omgaan met kritische situaties, Nationaal Register, ISBN 978-90-79301-17-1. Management boek top 100 (2017).
- Veltrop, D. B., Hermes, C. L. M., Postma, T. J. B. M., & de Haan, J. (2012). Demografische breuklijnen tussen belangengroepen en conflicthantering binnen pensioenfondsbesturen, Goed Bestuur & Toezicht. tijdschrift over governance, Vol. 8, No. 3, pp. 44 – 51.
- Veltrop, D. B., Hermes, C. L. M., Postma, T. J. B. M., & de Haan, J. (2012). Een onderzoek naar de relatie tussen demografische breuklijnen tussen belangengroepen en conflicthantering binnen pensioenfondsbesturen, Het Verzekerings-Archief, Vol. 89, No. 2, pp. 52 – 63.
- Veltrop, D.B. & van Manen, J.A. (2012). Bezint eer gij begint: Onderzoek naar benoeming van commissarissen, Nationaal Register, ISBN 978-90-79301-09-6.
- Veltrop, D. B., Hooghiemstra, R. B. H., & van Manen, J. A. (2011). Boardroom dynamics: Een onderzoek naar onderlinge verhoudingen in de boardroom. Groningen: NBA-RUG.
- Veltrop, D. B., & van Manen, J. A. (2010). De hete aardappel van zelfevaluatie binnen raden van commissarissen, Goed Bestuur & Toezicht, tijdschrift over governance, Vol. 1, pp. 34 – 40.
- Veltrop, D.B. & van Ees, H. (2010). Functioneren van de RvC, Vereniging van Toezichthouders in Woningcorporaties (VTW), ISBN 978-90-812392-8-8.
- Ees, H. van, R.B.H. Hooghiemstra, G. van der Laan & D.B. Veltrop (2007). Diversiteit binnen de raden van commissarissen van Nederlandse beursgenoteerde vennootschappen, onderzoek in opdracht van de Monitoring Commissie Corporate Governance Code, Groningen: Corporate Governance Insights Centre.
- Veltrop, D. B., & de Waard, D. A. (2007). Een metafysisch perspectief op verificatie van maatschappelijke jaarverslagen, Maandblad voor Accountancy en Bedrijfseconomie, 81(11), 512 – 520.

Revise and Resubmit

- Ahrens, F.K., Veltrop, D.B., Mulder, L.B., & Rink, F.A. Title omitted. R&R at Academy of Management Journal.
- Ahrens, F.K., Hermes, C.L.M., Veltrop, D.B., Rink, F.A., Mulder, L.B & Wong, C.Y.E. Title omitted. R&R at Journal of Management.

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- Zhang, J., Veltrop, D.B., Hooghiemstra, R.B.H. & Rink, F.A. Title omitted. R&R at Auditing: A Journal of Theory and Practice.
- Ahrens, F.K., Veltrop, D.B., Mulder, L.B., & Rink, F.A. Title omitted. R&R at Corporate Governance: An International Review.
- Prömpeler, J.B.J., Veltrop, D.B., Rink, F.A. & Stoker, J.I. Title omitted. R&R at Business Strategy and the Environment.

Under Review

- Zhang, J., Hooghiemstra, R.B.H., Rink F.A., Veltrop, D.B. Title omitted. The Accounting Review.
- Weck, M., Veltrop, D.B., Oehmichen, J. & Rink, F.A. Title omitted. Research Policy.

Working Papers

- Mostert, I., Veltrop, D.B., van Veen-Dirks & de Haan, J. Walking a Thin Line: How Cognitive Conflict and TMT-Board Tenure Incongruence Shape Board Advice Provision. Status: rewriting. Target: Corporate Governance: An International Review.
- Veltrop, D.B., de Haan, J., & Rink, F.A. Supervising your in-group? How social identification shapes external supervision of financial institutions. Status: rewriting. Target: Accounting, Organizations and Society.
- Mostert, I., Veltrop, D.B., van Veen-Dirks, P.M.G. & Hubbard, T.D. All male at the Top? How and When TMT Performance Evaluation Incongruence Spirals into TMT-Board Emotional Conflict. Status: rewriting. Target: Management Science.
- Zhang, J., Veltrop, D.B., Hooghiemstra, R.B.H. & Rink, F.A. Where do Auditors Seek Advice? Perspectives from Social Status and Social Capital. Status: rewriting. Target: Accounting, Auditing & Accountability Journal.
- Prömpeler, J.B.J., Veltrop, D.B., Rink, F.A. & Stoker, J.I. When CEO dominance strengthens board monitoring in a two-tier context. Status: friendly review. Target: Journal of Management Studies.
- Randøy, T., Veltrop, D.B. & Hermes, C.L.M. 'Zooming' in on Board Functioning: An Inductive Analysis of Board Virtuality. Status: data analysis. Target: Harvard Business Review.
- Mostert, I., Veltrop, D.B., van Veen-Dirks, P.M.G. & Rink, F.A. I Can't Get No Satisfaction from Challenging the CEO. Status: data analysis. Target: Journal of Management.
- Veltrop, D.B., Prömpeler, J.B.J., Rink, F.A. & Stoker, J.I. Director Influence: A Social Experiment. Status: data gathering. Target: Organization Science.

Research Grants

- Co applicant, Research Funding from the Vereniging van Toezichthouders in Woningcorporaties, (k€ 30, with Floor Rink), Evaluatie van het huidige functioneren van de corporatiesector.
- Co applicant, Research grant from the Foundation for Auditing Research (k€ 180, with Reggy Hooghiemstra and Floor Rink) to fund a 4-year PhD position (2017-2021).
- Principal investigator, Research grant from De Nederlandsche Bank (k€ 90, with Paula van Veen-Dirks) to partially fund a four-year PhD position (2015-2019).

Other Research Funding

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KPMG 2018 (k€ 5), Nationaal Register 2015 (k€ 25), Nationaal Register 2011 (k€ 20), PricewaterhouseCoopers 2010 (k€ 5), VTW (k€ 3), NIVRA 2008 (k€ 14).

Awards

- Best Reviewer EURAM conference 2019.
- Top-5 most valued course for the course “Behavioral Perspectives on Corporate Governance” within the Faculty of Economics and Business, University of Groningen (awarded in 2016, 2018 and 2021).
- Best paper nominee EURAM conference 2018, for the paper “Afraid to monitor? How Board Climate and Chair Leadership shape Outside Director Monitoring”, also nominated as best paper Corporate Governance Division.
- Best Paper Corporate Governance Division at the EURAM Conference 2017 for the paper “Supervising your in-group? How social identification shapes external supervision of financial institutions”.
- Best Corporate Governance Paper EURAM Conference 2011 for the paper “Social Identities in the Boardroom”. Also nominated as best paper.
- Best paper nominee Corporate Governance Divisions at the EURAM Conference 2012 for the paper “Status and Conformity in the Boardroom”.
- Outstanding Reviewer Award Academy of Management Conference BPS Division (awarded in 2011 and in 2012).

PhD Supervision in Progress

2022 – 2025 Kevin Tian (with Reggy Hooghiemstra and Jan Hennig)

2019 – 2023 Michelle Weck (with Jana Oehmichen).

2018 – 2022 Fabian Ahrens (with Floor Rink and Laetitia Mulder).

2018 – 2022 Julia Prompeler (with Floor Rink and Janka Stoker).

PhD Supervision Completed

2017 – 2021 James Zhang (with Reggy Hooghiemstra and Floor Rink).

2015 – 2020 Irene Mostert (with Paula van Veen-Dirks).

Research Visits

- Mendoza College of Business, University of Notre Dame, United States, 2019.
- School of Accountancy and Behavioural Governance Group, Queensland University of Technology, Australia, 2013.

Invited presentations (excluding conference presentations/seminars)

- University of Groningen Business School, Executive Masterclass on Board Dynamics, 2020 / 2021 / 2022.
- Copenhagen Business School, Center for Corporate Governance, ‘Zooming’ in on Board Functioning, March 2022.
- Vereniging voor Financieel Recht, Boardroom Dynamics, March 2022.
- Conference Board, Corporate Governance Council meeting, Workshop on Board Dynamics, June, 2021.
- KPMG Consulting, Executive Masterclasses on Board Dynamics, October-November 2019.
- Copenhagen Business School, Center for Corporate Governance, presentation of multiple papers, June 2019.
- Mendoza College of Business, University of Notre Dame, presentation ‘Unsafe to Monitor’, March 2019.
- Keynote and Moderator of the yearly Non-Executive Director Conference of the Dutch Association of Non-Executive Directors in Not-for-profit Organizations (>150 non-executive directors), November, 2018.

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- University of Twente, Non-executive Director Masterclass: Future Oriented Governance, March 2018 / March 2017.
- KPMG Consulting, Executive Masterclasses on Board Dynamics, October-December 2017.
- Crisis in the Boardroom, Nationaal Register, The Hague, 2016.
- Other professional presentations include presentations for among other PWC, Rabobank, De Nederlandsche Bank, INSEAD (INNED), VTW, NVTZ.

Scholarly Presentations

I have presented my work several times at, among others, the Academy Management Conference, The European Academy of Management Conference (EURAM), European Accounting Association and The Norefjell Board Governance Workshop. As well as at the EIASM workshop on Top Management Teams.

Teaching

- Research in Accounting and Control (master level) – since 2021
- Organization Theory (research master) – since 2021
- Learning and Practicing Research (research master) – 2020-2022
- Boardroom Dynamics (executive teaching / masterclasses) – since 2017.
- Corporate Governance (research master) – since 2017.
- Corporate Governance for Accountancy & Controlling (bachelor three level) – since 2014.
- Behavioral Perspectives on Corporate Governance (master level/coordinator) – 2012-2021.
- Financial Accounting (bachelor one level) – 2014-2015.
- Master thesis and (honors) bachelor thesis supervision – since 2008.

The evaluations for the courses, teaching, and supervision have been consistently good (A-scores and A+-scores).

Media Attention from National Newspapers

- Tijd voor gepaste zorgvuldigheid bij toetreden tot raad van commissarissen. Het Financieele Dagblad, 23-2-2017.
- Sleutelrolspeler. Het Financieele Dagblad, 17-2-2017.
- Voorzitter bepaalt of bedrijfscrisis voortdert of wordt opgelost, Het Financieele Dagblad, 10-2-2017.
- De prijs van diversiteit. Het Financieele Dagblad, 18-12-2015.
- Vous avez dit conflit d'intérêts? Le Monde, 25-9-2015.
- Groepsdenken maakt oud-bankier minder geschikt als toezichthouder. Het Financieele Dagblad, 6-2-2014.
- Werkt werknemer als rode lap op een stier? NRC Handelsblad, 9-9-2014.
- Zwartkijkers zijn goed voor de zaak. Het Financieele Dagblad, 29-3-2014.
- Eigen gewin schadelijk voor RvC ; Commissarissen die het om het geld of de invloed doen, functioneren slechter, blijkt uit onderzoek. Het Financieele Dagblad, 19-11-2012.
- Diversiteit in bestuur geen pré. Trouw, 25-4-2012.
- Leeftijdverschil slecht voor pensioenbesturen. Het Financieele Dagblad, 25-4-2012.
- Commissaris met kennis van sector heeft nakijken. Het Financieele Dagblad, 15-6-2011.
- Commissaris: weinig gezag; Gewone commissaris onder in pikorde, president-commissaris heeft meeste invloed. Het Financieele Dagblad, 16-5-2011.

Editorship and Reviewing

Editorial board member Academy of Management Journal.

Editorial board member Corporate Governance: An International Review.

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Ad hoc referee for Strategic Management Journal, Organization Science, Journal of Management, Journal of Management Studies, Long Range Planning, Organizational Research Methods.

Other service

- Member of the Research Master 2024 curriculum working group 2020-2022
- Member Binding Study Advice Committee FEB 2014-2020
- Member of the SOM Focus Area on Leadership and Governance
- Tutor/mentor first year students Economics and Business
- Member of the Accounting department party committee¹

Groningen, November 2022

¹ Yes, there is a party committee in the accounting department.